

2025 Board/Functional Committee Operations and Board Member Performance Evaluation Report

In order to implement corporate governance and establish performance goals of the Board, ChipMOS has created the “Rules for Performance Evaluations of the Board of Directors”, which had been approved by Board on March 10, 2020.

According to Article 3 of the “Rules for Performance Evaluations of the Board of Directors”, the performance evaluation of the Board of Directors is divided into internal performance evaluation and external performance evaluation. Internal performance evaluation shall be conducted once a year. External performance evaluation should be conducted by an external independent professional institution or a panel of external experts and scholars at least once every three years.

The board performance evaluations shall be completed before the end of the first quarter of the following year and submitted to the board of directors.

The Company's board evaluation scope covers the evaluation of the board, individual directors and functional committees (Audit Committee, Remuneration Committee and Nomination Committee).

Methods of evaluations include the internal evaluation of the board, self-evaluation by individual board members, peer evaluation, and the appointed external professional institutions, or other appropriate methods.

The results of the performance evaluation of the board of directors have been reported to the board of directors on February 24, 2026.

Internal performance evaluation

A. Evaluation scope

The board as a whole, individual directors, Audit Committee, Remuneration Committee and Nomination Committee.

B. Evaluation period

From January 1, 2025 to December 31, 2025.

C. Evaluation method

Directors fill out self-assessment questionnaire.

D. Self-assessment questionnaire evaluation results from January, 2025 to December, 2025.

Evaluate on a 5-point scale.

1 point: Very poor (Strongly disagree); 2 points: Poor (Disagree); 3 points: Average (Fair); 4 points: Good (Agree); 5 points: Excellent (Strongly Agree)

Board Performance Evaluation	Board Member Performance Evaluation	Audit Committee	Remuneration Committee	Nomination Committee
<ul style="list-style-type: none"> ● Participation in the operation of the Company ● Improvement of the quality of the board of directors' decision making ● Composition and structure of the board of directors ● Election and continuing education of the directors ● Internal control 	<ul style="list-style-type: none"> ● Alignment of the goals and missions of the Company ● Awareness of the duties of a director ● Participation in the operation of the Company ● Management of internal relationship and communication ● The director's professionalism and continuing education ● Internal control 	<ul style="list-style-type: none"> ● Participation in the operation of the Company ● Awareness of the duties of the functional committee ● Improvement of quality of decisions made by the functional committee ● Composition of the functional committee and election of its members ● Internal control 	<ul style="list-style-type: none"> ● Participation in the operation of the Company ● Awareness of the duties of the functional committee ● Improvement of quality of decisions made by the functional committee ● Composition of the functional committee and election of its members ● Internal control 	<ul style="list-style-type: none"> ● Participation in the operation of the Company ● Awareness of the duties of the functional committee ● Improvement of quality of decisions made by the functional committee ● Composition of the functional committee and election of its members ● Internal control
4.88 points	4.84 points	4.79 points	4.97 points	4.63 points
Excellent	Excellent	Excellent	Excellent	Excellent